

**BOARD MEETING
DRAFT - MEETING MINUTES**

Meeting No. 70

Date: November 14, 2020

Place: Zoom Videoconference

Members Present via Videoconference:

Sonia Andhi Bilkhu	Connie Kaweesi
Selena Bateman	Jenny Morgan
Jim Campbell	Christina Rodrigues
Cheney Cloke	Natalie Shorten
Ellice Daniel	Sandra Wilson
Denese Espeut-Post	

Regrets:

None

Staff in Attendance:

Registrar Mark Hillenbrand
Executive Assistant to the Registrar Tracy Singh

Guests:

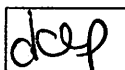
None

1) Call to Order and Welcome

Jim Campbell, Chair of the Board called the meeting to order at 9:03 am and welcomed members and staff to the meeting with the following acknowledgment.

2) Acknowledgement of Traditional lands

We acknowledge that the office of the BC College of Social Workers is located on the traditional, ancestral and unceded territory of the xʷməθkʷəy̓əm (Musqueam people). Further, this acknowledgment, gratitude and respect extends to all the First Nations communities on whose traditional territories the British Columbia College of Social Workers builds relationships and conducts business.

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3) Approval of Agenda and Time Keeping

The members of the Board considered the draft agenda.

Motion 2020.7.1: To accept the draft agenda as amended. Motion made by Chair Jim Campbell. Motion accepted.

Motion 2020.7.1 was adopted.

4) Approval of Minutes

The members of the Board considered the draft minutes of the meeting held on September 12, 2020.

Motion 2020.7.2: To accept the draft minutes of the Board Meeting held on September 12, 2020 as written. Motion made by Chair Jim Campbell. Motion accepted.

Motion 2020.7.2 was adopted.

5) Group Check-in

Members and staff provided updates and shared personal reflections and stories.

6) Report from the Chair

Chair Jim Campbell shared highlights since the last Board meeting.

- a. Update on Crown Agencies and Board Resourcing Office (CABRO) Public member appointee.

Due to the recent provincial election, all appointment processes have been delayed and put on hold.

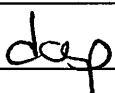
- b. September 21, 2020 Meeting with Ministry of Health regarding Social Work and Modernization of the Health Professions Act

A full discussion did not take place and dates were not set due to the recent provincial election.

- c. September 22, 2020 Independent Investigation into Indigenous Specific Racism in Health Care, Mary Ellen Turpel-Lafond and Dr. Grant Charles.
 - a. College additional information response: BCCSW METL Addressing Racism Indigenous-Specific Discrimination

Board Chair Jim Campbell and Registrar Mark Hillenbrand had an in-depth discussion with Mary Ellen Turpel-Lafond and Dr. Grant Charles which recognized the serious importance for the need for processes to be in place for continuous improvement with regard to addressing racism and discrimination within the workplace.

- d. BCCSW Anti-Racist and Anti-Discriminatory Statement

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i. Indigenous Committee Perspective

Board member Jenny Morgan spoke on this topic, to the fact that systemic racism still exists within the College.

Board member and Indigenous Committee Chair Jenny Morgan provided the following recommendations for the College to address systemic racism.

- Develop a list of commitments made to be used for accountability and a record of progress made and progress needed.
- Chair of Board to attend Indigenous Committee Meeting
- College to consider Board membership and election/appointment process as Indigenous membership is decreasing and risk exists that in future there could be no Indigenous representation on the Board.
- College to consider the meaning of creating safe spaces and safe methods of obtaining feedback and information.

Sonia Andhi Bilkhu discussed the addition of having Anti-Racist and Anti-Discriminatory education be components of Continued Professional Development program.

Consensus by Board members for the suggested modifications to draft statement (Indigenous Committee Perspective).

7) Strategic Planning 2020

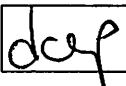
- a. Strategic Planning Next Steps Meeting Review, November 7, 2020
- i. Grace McKeown facilitated strategic planning next steps discussion.
1. Strategic Planning Priorities – Protect the public by the superintending the practice of Social Work
 - a. Board Capacity
 - b. College Capacity
 - c. Regulatory
 - d. Social Work Professional Practice and Conduct
 - e. Cultural Safety and Humility
 - f. Stakeholder Relations and Communications

Registrar Mark Hillenbrand summarized the Strategic Planning Priorities next steps discussion. Next steps to include hiring staff capacity needed to convert priorities, to action, and progress.

Strategic Planning Facilitator Graces McKeown's contract was to get us to this point, moving forward the College will need further facilitation in the new year to complete this process.

ii. Executive Committee Selection Consensus Process

1. Grace McKeown is facilitating the creation of a selection consensus process. A sub-committee consisting of Sonia Andhi

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Bilkhu, Jenny Morgan and Natalie Shorten was formed November 7, 2020 to inform the consensus process. Saturday December 12, 2020 has been selected to implement the proposed process.

Board member Natalie Shorten provided an update about the process. Facilitator Grace McKeown has a separate specific contract to help facilitate this work. Board member discussion if there is educational related training that potential Chair and Vice-Chair might take in order to prepare for this type of role and which topics and skills are most useful for these roles.

First time using a facilitator in this way and hopefully that for the future the process and steps used with Grace this time around will be utilized for future strategic planning. Important to have this person with this skillset to lead us how to accomplish these strategic planning priorities.

There is no specific time frame nailed down to say when the strategic planning facilitator component will be done.

Strengthening the process in the bylaws so there is no ambiguity down the road.

Modified model recommended.

Working towards a modified process in 2021 for the election of Chair and Vice-Chair. Approval for this approach. Majority vote. Consensus and unanimous.

8) Report from the Registrar

Registrar Mark Hillenbrand shared an update and highlighted various points since the last Board meeting.

- a. 2020 Annual General Meeting Video has been posted to website.
- b. Board Election and 2021 Executive Committee Members Timeline
 - i. November 15, 2020 – Election Tabulated
 - ii. December 12, 2020 9:00 am – Noon – Executive Committee Consensus Selection Process
- c. BCCSW Operational Management
 - i. Human Resources
 - a. COVID-19 and remote work
 - ii. Infrastructure and Technology
 - a. Microsoft 365 – On-site server de-commission
- d. Association of Social Work Boards (ASWB)
 - i. ASWB has cancelled in person meetings until at least June 2021
- e. Canadian Council of Social Work Regulators (CCSWR)
 - i. Professional Mobility –Telehealth
 - a. Each Province is moving in the direction of establishing their own individual classes of electronic practice. The idea is that carrying multiple registrations is seen as a cost of doing business.
 - a. BCCSW next step is to consider the creation of an electronic practice class.

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- b. BCCSW future step is to consider positively advocating for next step practice mobility without the need to register in each province.

Registrars from across Canada met and each province is following their own paths for establishing varying electronic practice classes. This College will need to move people to the idea to the reality of tele counselling and electronic practice. Alberta and Ontario have already done this and PEI in process and others in a one to two year time frame.

- f. British Columbia Health Regulators (BCHR)
i. British Columbia Modernization of the Provincial Health Profession Regulatory Framework

The ministry of health is meeting with all of the registrars and continued talks on amalgamation and what that might look like. Best practices and what this might look like and what the plan is going to be.

Registrar Mark Hillenbrand reported that he met with the BC College of Psychologists. The idea of considering a College of Mental Health was discussed. The College of Psychologists wonder if a College unique to Mental and Behavioral Health could provide effectiveness and efficiencies above what is currently provided by the College of Psychologists amalgamated with other physical body focused Health Professions Colleges.

- g. Ministry of Health and Provincial Health Authority working group to define job descriptions for Bachelors and Masters level social workers in health care.

The College has been invited to be a part of a Provincial Social Workers in Health Care working group. Topics of the work to include:

- What is the difference in healthcare between the bachelors and masters as they are registered at the same level?
- What are the scopes of practice and activities for each level?

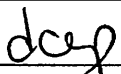
As the working group determines the specific differences between Bachelors and Masters level work, potential exists that the College will be asked to consider splitting Registration by education level.

- h. Late Fee Waiver Denial Letter

Registrar Mark Hillenbrand provided an update from past waiver and denial letter discussion and decisions.

2020.7.3 Board Chair Jim Campbell made a motion to vote in favor of allowing and approving this late fee waiver. Motion approved. A vote was called. Board consensus.

Motion 2020.7.3 adopted

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- i. Requests from Educators regarding participation in research project, post to website?

Registrar Mark Hillenbrand seeking guidance on policy on requests from educators?
Consensus that it is not within the College's place to do this.

9) Financial Report

- a. Financial Statement Review – September 2020

Denese Espeut-Post, Finance Chair, provided an update on the most recent financial statements of the College.

The starting point to create a new budget is to compare past budgets which involved meeting with Registrar Mark Hillenbrand several times to go over items line by line. New to the process this year was a call for Committees input in terms of costs for their Committee objectives for the coming year.

To reach a balanced budget, that covers the expenses of adding staff for strategic priorities, funds need to be pulled from reserves. It is noted that utilizing reserves for operational costs is not sustainable over time. An increase in fees would be necessary to facilitate what is being proposed to continue long term on this path.

- b. 2021 Budget Planning

- i. Operational Needs
- ii. Strategic Priorities
- iii. Committee Project Scoping

The Board plans to move towards the creation of Committee project scoping and appropriate funding for projects.

Examination of Committee Project Scoping to will determine appropriate projects budgets and better define the use of funds and staff resources on operational versus Committee projects.

- c. Finance Policy Review and Revision

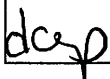
Finance Chair Denese Espeut-Post provided in-depth review of the proposed budget with discussion about future fee increase, and what it will take to sustain and move forward with the outlined plans add College staffing to support operations.

10) In-Camera Budget Discussion

Start time: 2:19 pm

End time: 3:11 pm

2020.7.4 Denese Espeut-Post made a motion to move forward with the proposed budget with the caveat be that the new proposed job positions be one-year term

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positions subject to review at the one year mark. Connie Kaweesi Board member seconded the motion. Motion approved. A vote was called. Board consensus.

Motion 2020.7.4 adopted

11) Other Business

- a. Board Training and Education remainder of 2020
 - i. ASWB Delegate Assembly – Virtual
 - 1. Monday, November 16, 2020 – 3:00 – 5:00 pm EDT
 - 2. Friday, November 20, 2020 – 3:00 – 5:00 pm EDT
 - ii. British Columbia Health Regulators – Board Governance 101 – To register email wincy.ranson@bccnm.ca .
 - 1. Monday, November 9, 2020 – 1:00-3:15 pm Regulatory Governance Foundations.
 - 2. Thursday, November 19, 2020 – 1:00-3:15 pm Role Clarity
 - 3. Tuesday, November 24, 2020 – 1:00-3:15 pm The “Strategic” Board

- b. 2021 Committee List

Registrar Mark Hillenbrand provided an overview of the draft 2021 Committee list

- c. Medical Assistance in Dying (MAiD) Document

Registrar Mark Hillenbrand went over the current draft of the MAiD Guiding document and how to move forward with making this available to Registrants.

Recommendation to Board members to review the current document and come forward to Registrar Mark Hillenbrand with any suggestions.

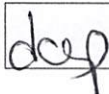
11) Committee Reports

- a. Indigenous – Chair, Jenny Morgan, RSW
- b. Quality Assurance – Selena Bateman, RSW

Motion 2020.7.5 Continuing Professional Development – COVID-19 Related category flexibility - Extend the earlier provision into the next year for flexibility for CPD selection. Consensus expressed to extend COVID-19 Continuing Professional Development category flexibility through 2021.

Motion 2020.7.5 Motion adopted

- c. Registration – Chair, Connie Kaweesi, RCSW
- d. Registration Appeals – Chair, Traci Marriott, RSW
- e. Policy – Chair, Jim Campbell, RCSW
- f. Inquiry – Chair, Denese Espeut-Post
- g. Discipline – Chair, Cheney Cloke

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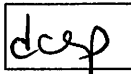
12) Future Meetings and Event Dates

- a. December 12, 2020 9:00 am – Noon – Executive Committee Consensus Selection Process

- b. 2021 Board Meeting Dates
 - i. January 16
 - ii. March 13
 - iii. May 7 Annual General Meeting
 - iv. June 19
 - v. September 11
 - vi. November 20

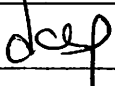
13) Meeting Adjournment

The meeting adjourned at 4:03 pm.

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Decision Summary

Motion #	Motion	Decision
Motion 2020 7.1	To accept the Agenda as amended.	Adopted
Motion 2020 7.2	To accept the draft minutes of the Board Meeting held on September 12, 2020 as written.	Adopted
Motion 2020 7.3	Late fee waiver approved.	Adopted
Motion 2020 7.4	To accept the proposed 2021 Budget as discussed in-camera.	Adopted
Motion 2020.7.5	To extend COVID-19 Continuing Professional Development category flexibility through 2021.	Adopted

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